

# **EXHIBIT 14 -3**

09.17.24

Andrew Powers

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**From:** Powers, Andrew <Andrew.Powers@chevron.com>  
**Sent:** Wednesday, September 4, 2019 12:49 PM  
**To:** Tortorich, Troy; Ruppert, Austin  
**Cc:** Tse, Thalia  
**Subject:** RE: Rescinded Job Offer in Nigeria

All – Not for forwarding, but I wanted to give you a quick update. Apologies for the lengthy e-mail as I am traveling.

First, I heard back from medical. They were not able to provide any specific medical information but could state that having a medical condition by itself does not disqualify an individual if the risk can be managed effectively at the host location. In this situation, the host medical team reviewed the case and given the inherent risk and inability to mitigate/eliminate this risk in Escravos, led to the decision of unfit for expat assignment in this case. They did look into whether the position could be moved to Lagos, where there are hospitals and better medical resources but that was not feasible. It is common for the treating physician's decision to be overridden, this happens when the treating provider does not understand the local medical resources at the host location, the difficulty medically evacuating a person from the location, and the risk tolerance of the host, in short disagreements do happen. The use of the term "low risk" is a little misleading here as there is a specific risk of his underlying condition becoming problematic and although the treating doctor reported this individuals risk to be lower than what is written in the medical literature, it's still significant and higher than the business was willing to accept.

Second, I have asked medical how we have responded to these in the past. Mark is not the first person to be deemed unfit for expat assignment. I'd like to get proper and effective language before responding to Mark and let him know who his resources are to further discuss medical details (it is not appropriate if he discusses his condition with you, me or anyone besides medical).

Third, I think you will be best prepared by thinking about what role Mark can do within El Segundo. Do you have an existing vacancy? Do we have any roles that he could be good for in the near future? He mentions a backfill was identified, is that already finalized? I know it would not be ideal, but would you want to consider rescinding that person's offer since Mark's offer fell through? Main intent here is that we need to give Mark the assurance (if possible) that he should not worry about NOT having a job (we will figure something out). It is clear he is frustrated about not getting the expat role, but now is concerned what his employment looks like in general.

I will report back once I hear back from medical on how they have responded to these in the past. In the meantime, if you have any questions that need immediate attention, please feel free to call Thalia or myself.

Kind Regards,

**Andrew Powers**  
HR Manager, El Segundo Refinery  
[Andrew.Powers@chevron.com](mailto:Andrew.Powers@chevron.com)

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**From:** Powers, Andrew C  
**Sent:** Wednesday, September 4, 2019 7:41 AM

**To:** Tortorich, Troy (TRMT) <TRMT@chevron.com>; Ruppert, Austin <Austin.Ruppert@chevron.com>

**Cc:** Tse, Thalia <thaliatse@chevron.com>

**Subject:** Fwd: Rescinded Job Offer in Nigeria

Austin/Troy,

Please be thinking about what role Mark could do if this falls through. Thalia and I will investigate and see what medical can share/set us up with an appropriate response.

Note he finds this discriminatory, however, that is hard to know without further context from medical. I am sure there is a very good reason why this was rescinded.

Andrew

Sent from my iPhone

Begin forwarded message:

**From:** "Powers, Andrew C" <[Andrew.Powers@chevron.com](mailto:Andrew.Powers@chevron.com)>

**Date:** September 4, 2019 at 7:35:44 AM PDT

**To:** "Snookal, Mark" <[Mark.Snookal@chevron.com](mailto:Mark.Snookal@chevron.com)>

**Cc:** "Tse, Thalia" <[thaliatse@chevron.com](mailto:thaliatse@chevron.com)>, "Ruppert, Austin" <[Austin.Ruppert@chevron.com](mailto:Austin.Ruppert@chevron.com)>

**Subject:** Re: Rescinded Job Offer in Nigeria

Mark,

Thank you for bringing this to our attention. This is the first I am hearing of this. Therefore, please let me look into this and see if I can get a better understanding of why. We will get back to you ASAP.

Andrew

Sent from my iPhone

On Sep 4, 2019, at 7:21 AM, Snookal, Mark <[Mark.Snookal@chevron.com](mailto:Mark.Snookal@chevron.com)> wrote:

Andrew,

I am very disappointed in the decision by Chevron Medical to classify me as "unfit" for the Reliability Engineering Manager position at EGTL. I believe this decision was made based on a lack of understanding and stereotypical assumptions about my medical condition and is, therefore, discriminatory in nature. As my condition does not affect my ability to perform the job duties of that position, I require no ongoing care outside of annual monitoring, working in a remote location does not affect my condition, a complication from my condition would cause no harm to others, and I have no work restrictions from my physician this decision seems excessively paternalistic.

After the initial finding of "unfit," I appealed the decision, and Chevron Medical requested permission to contact the specialist who cares for me, and I agreed. That specialist sent an email to Chevron Medical, stating that my condition is stable and has been for three years and that the risk is "low." That same physician had earlier provided me with a letter stating that "it is safe for him [me] to work in Nigeria...His [my] condition is under good control, and no special treatment is needed." Which I provided to Chevron Medical before they made their initial determination of "unfit." Additionally, I passed all aspects of the regular examination, and the issue arises purely from a question about medical history.

Aside from my complaint of medical discrimination, where does their decision leave me? I spoke with the manager I would have reported to in Nigeria this morning, and they are rescinding the offer, but my position in El Segundo has already been filled.

Mark Snookal  
IEA Reliability Team Lead

**Chevron Products Company**

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